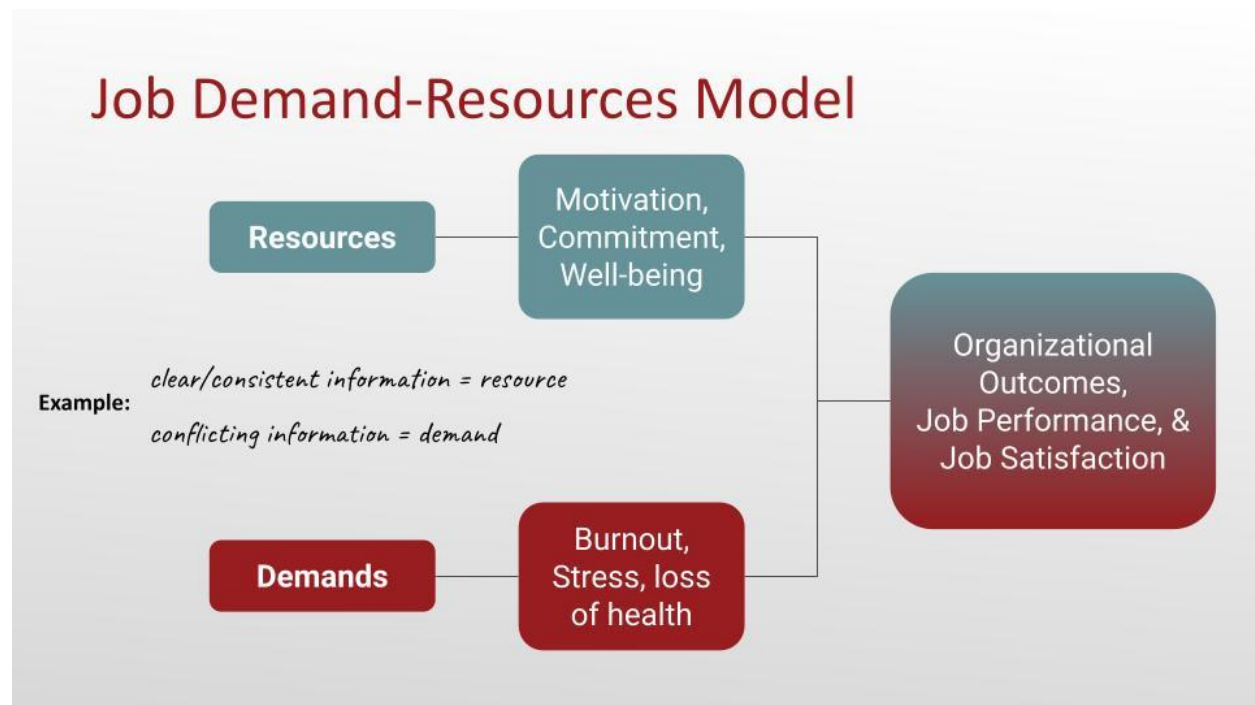


## JOB DEMAND RESOURCES MODEL



“**Job resources** are those physical, psychosocial, social, or organizational aspects of the job that are either **functional in achieving work goals, reducing job demands, or stimulating personal growth, learning, and development.**”

**Job demands** are those physical, psychological, social, and organizational aspects of the job that **require sustained physical and/or psychological effort or skills and are therefore associated with certain physical and/or psychological costs.”**

(Bakker & Demerouti, 2007)

*Bakker, A. B., & Demerouti, E. The job demands-resources model: State of the art. Journal of managerial psychology. 22(3), pp.309-328*